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Chapter 1: The Evolution of HRM and HRIS Test Bank

1. Multiple Choice The alignment of the HRM function with organizational goals to contribute to competitive advantage is referred to as .

- A. an HR balanced scorecard
- B. strategic human resources management (strategic HRM)
- C. concreteness or congruence
- D. human resources program

evaluation **ANSWER :** B

Learning Objective: 1-5: Describe the historical evolution of HRM, including the changing role of the human resources (HR) professional.

Cognitive Domain: Comprehension

Answer Location: ERPs and Strategic HRM (1990 to 2010)

Difficulty Level: Medium

AACSB Standard: Application of knowledge

2. To add value to the organization, the use of an HRIS is focused primarily on structural realignment and strategic redirection. This an example of which of the following tasks or activities?

- A. transactional
- B. benchmarking
- C. transformational
- D. reengineerin

g **ANSWER :** C

Learning Objective: 1-1: Describe three types of HR activities. Cognitive Domain: Knowledge

Answer Location: HR Activities

Difficulty Level: Easy

AACSB Standard: Application of knowledge

3. Which of the following is a risk of an HRIS?

A. employee stress and resistance

B. increased training costs

C. increased recruitment costs

D. reduced quality of decision

making **ANSWER :** A

Learning Objective: 1-4: Explain the value and risks associated with the use of a HRIS. Cognitive Domain: Comprehension

Answer Location: The Value and Risks of HRIS

Difficulty Level: Medium

AACSB Standard: Application of knowledge

4. One of the major purposes of the implementation of an HRIS is to allow HR employees to spend less time on ____.

A. traditional activities

B. transactional activities

C. transformational activities

D. theoretical

activities **ANSWER :**

B

Learning Objective: 1-1: Describe three types of HR activities. Cognitive Domain: Knowledge

Answer Location: HR Activities

Difficulty Level: Medium

AACSB Standard: Application of knowledge

5. The birth of the field of human resource management took place during the _____ era.

A. –the Cloud|| and Mobile Technology

B. post–World War II

C. Cost-Effectiveness

D. Social Issues

ANSWER : D

Learning Objective: 1-5: Describe the historical evolution of HRM, including the changing role of the human resources (HR) professional.

Cognitive Domain: Comprehension

Answer Location: Social Issues Era (1963–1980) Difficulty Level: Medium

AACSB Standard: Application of knowledge

6. When do an individual's first experiences with an employer's HRIS occur?

- A. when they are hired
 - B. when they are fired
 - C. when they consider working for a firm
 - D. on the first anniversary of their hiring
- ANSWER :** C

Learning Objective: 1-2: Explain the purpose and nature of an HRIS.

Cognitive Domain: Comprehension

Answer Location: What Is an HRIS?

Difficulty Level: Medium

AACSB Standard: Application of knowledge

7. According to the book, an HRIS _____.

- A. is defined only by the software–hardware configuration it uses

- B. is used to store data for use by the MIS department
- C. includes people, forms, policies, procedures, and data
- D. cannot be used to manipulate and analyze

data **ANSWER : C**

Learning Objective: 1-2: Explain the purpose and nature of an HRIS.

Cognitive Domain: Comprehension

Answer Location: What Is an HRIS?

Difficulty Level: Medium

AACSB Standard: Application of knowledge

8. To compete in the marketplace, firms need to what resources to achieve, profit, and survive?

- A. technology, human, and inventory
- B. physical, human, and technology
- C. financial, technology, and inventory
- D. physical, organizational, and

human **ANSWER : D**

Learning Objective: 1-2: Explain the purpose and nature of an HRIS.

Cognitive Domain: Comprehension

Answer Location: Introduction

Difficulty Level: Medium

AACSB Standard: Application of knowledge

9. What does eHRM stand for?

- A. electronic human resource management
- B. efficient human resource management
- C. educational human resource management
- D. esoteric human resource

management **ANSWER : A**

Learning Objective: 1-3: Describe the differences between eHRM and HRIS.

Cognitive Domain: Comprehension

Answer Location: eHRM and HRIS

Difficulty Level: Easy

AACSB Standard: Application of knowledge

10. The activities during the pre-World War II era included all the following EXCEPT for

_____.

- A. record keeping of employee information
- B. an unprecedented increase in the amount of labor legislation
- C. *scientific management* was the prevailing philosophy
- D. very few government influences in employment

relations **ANSWER : B**

Learning Objective: 1-5: Describe the historical evolution of HRM, including the changing role of the human resources (HR) professional.

Cognitive Domain:

Comprehension Answer Location:

Pre-World War II Difficulty Level:

Hard

AACSB Standard: Application of knowledge